

Children's Administration



April 2009 UPDATE

Region VI 7.01 Plan 2009

Overview

Region VI Children's Administration is very fortunate to be able to work closely with twelve tribes, each contributing to the area's rich, diverse culture and strong heritage. Those tribes include:

- Quileute
- Makah
- Jamestown S'Klallam
- Skokomish
- Squaxin
- Lower Elwha
- Hoh Tribe
- Nisqually
- Quinault Indian Nation
- Cowlitz
- Chehalis
- Shoalwater Bay

As agreed upon in the 7.01 quarterly meeting from February 2006, the following 7.01 plan for Region 6 is completed in two sections. Section I is the region wide plan addressing general issues across the region that is pertinent to all Tribes. Section II includes Tribal specific plans developed in conjunction with Area Administrators and/or the Regional Administrator. It is the intent of the Tribes and Children's staff present at the last quarterly meeting that this document will serve as a historical reference. Items completed will be moved to the back of the plan to reflect the work that has been done. Goals that are on-going in nature will have their own section after the priority goals and before the Completed Items.

Underlying Principles

The underlying principles are critical to the success of the plan and continued collaboration between the tribes in Region VI and Region VI Children's Administration. The goals, objectives and activities in the plan are reflective of these underlying principles:

- Ensure access by Indian children and families to all programs administered by Children's Services for which they are eligible, including Family Preservation Services, foster care clothing and psychological services.
- Ensure efforts are made to recruit/hire Indian staff reflective of the service population.
- Ensure ongoing information sharing, joint problem solving, and occurring on a regular basis with tribes and urban Indian organizations.
- Work towards the establishment of positive working relationships between Children's Services, tribes, and urban Indian organizations.
- Identify outstanding issues/gaps in service and develop performance expectations which can be implemented, monitored, and evaluated.
- Provide training to Children's staff on major principles of federal Indian Law and ensure Children's social workers are trained on the ICW Manual.

Section I: Regional Implementation Plan

Plan Due Dates:

- April 2 (Regional Plan submitted to Assistant Secretary)
- April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year
- Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each odd-numbered year.

Implementation Plan				Progress Report/Status Update
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1st
PRIORITY GOAL (1) Utilize the results of ICW case review to improve practices and procedures around services provided to Native American families.	(a) Create a separate Quality Assurance Plan that addresses the specific items in the ICW Case Review that were identified by the group as being of critical concern. (b) Monitor progress on the Quality Assurance Plan and report back to the group on steps taken to improve outcomes.	Increase knowledge and compliance with the procedures guiding Children's Administrations work with Indian tribes, children and families.	(a,b,c and d) Myra Casey, Regional Administrator Peggy DeVoy, ICW Program	<u>4/2009 Update:</u> Focus Groups conducted in August 2008 identified goals and activities from the QA Plan that each office would prioritize. Area Administrators have reported on their progress toward meeting the prioritized goals, as well as other activities conducted, at the 7.01 meetings and at the Reasonable Efforts Symposium

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	(c) Review and modify the Quality Assurance Plan each Spring. (d) Plan and execute an ICW Case Review every 18 months to 2 years. (e) Assign social worker to track progress being made on quality assurance plan in each area.		(e) Area Administrators	(Region 6 South). Offices are engaged in case reviews involving a sampling of both ICW cases and overall cases at Intake for compliance with ICW procedures. Peggy DeVoy has been assigned to monitor and report progress made in each area.
<u>PRIORITY GOAL (2)</u> Recruit and Train Indian Foster homes throughout the region.	(a) Office of Foster Care Licensing (OFCL) Manager will meet with tribal council members at their request to discuss the foster care licensing process and trainings. (b) OFCL will distribute updated contact information for OFCL staff on a yearly basis in the Spring. (c) OFCL will provide notification to all tribes of quarterly licensing meetings. (d) Tribal council members interested in meeting with the Regional Manager of the OFCL will request a meeting.	Increase in the number of Indian Foster Care homes Increase communication between licensing and tribes.	(a & b) Current Regional Foster Care Licensor Manager, Department of Licensing Garnet Charles and Trudy Marcellay, IPSS Children's Administration (c) Current Regional Foster Care Licensing Manager, Sharon Braden, Pat Cantrall-Quarterly Notification (d) Tribal Council Members	<u>4/2009 Update:</u> Randy Roberts reports that ongoing efforts are being made toward progress in each identified area on both local and regional levels.

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<u>PRIORITY GOAL (3)</u> Recruit/Hire Indian staff reflective of the service population.	(a) The HRA will compare the number of Indian staff with service population to determine the current service population and number of Indian staff. Tribes will be updated annually. (b) Region 6 will have regional participation on the statewide DSHS recruitment and retention committee for staff to ensure that the issue of recruiting Indian staff is raised. (c) Forward all recruiting announcements to the tribes.	Increase number of Indian staff throughout the region.	(a) Peggy DeVoy and Martha Hooper -March 2009 (b) CA Personnel Recruitment Program Manager, Debbie Cheney-Strange Peggy DeVoy	<u>4/2009 Update: 8 CA staff are Native American</u> An updated mailing list has been developed for forwarding this information to the tribes. <u>3/08 Update: 8 CA staff are Native American</u> Two are SW3; One is SW4; Three are Secretary Senior; One is Fiscal Specialist; and one is Administrative Assistant 4.
<u>PRIORITY GOAL (4)</u> Develop a process for collecting and disseminating data reflective of the current utilization of Children's Services by Indian	(a) Region staff meet with CA Headquarters data staff to discuss availability of data. (b) Region staff will develop a summary of the data that is	To increase knowledge and utilization of services available to Indian children and families. Utilize the tribal roles	(a) Peggy DeVoy March 2009 (b) Peggy DeVoy March 2009	<u>4/2009 Update: FAMLINK</u> has been implemented in each office in the region and the data collection capacity will be discussed at the spring 7.01 meeting. The Cowlitz Tribe has

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children and families, including licensing foster families.	<p>available and provide to Tribes at quarterly 7.01 meetings.</p> <p>(c) Tribes willing to release their tribal membership roles for children under 18 years of age will have those names cross-referenced with the current list of children with open cases.</p>	for children under 18 to clean up existing information on children so that data transferred to FAMLINK is more accurate.	(c) Sonja Heard	<p>announced that they will release their tribal membership roles to DCFS for cross-referencing with open cases and children in foster care.</p> <p><u>3/08 Update:</u> This goal should be discussed in further detail after the implementation of the FAMLINK system. Number of licensed foster families who have been verified as Native American by tribes, urban Indian organizations or BIA as of march of 2008 is 60 with 4 additional homes in the process of being verified as Native American. 4 tribes or tribal organizations are currently licensed as child-placing agencies. The Quileute tribe became licensed as a child placing agency this year.</p>

The following table identifies on-going goals and objectives.

(1) On-Going Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1st
(1) Work with interested tribes to develop memorandums of agreement/local protocols with federally and non-federally acknowledged tribes and urban Indian organizations defining available services and contact names and numbers for accessing services, follow up with interested tribes.	<p>(a) Area Administrators and local tribal governments will assess the currency of the local protocols/memorandums of agreement already in place to determine if there is a need to update them.</p> <p>(b) Schedule meetings with tribes where local protocols are already in place and update agreements where needed.</p> <p>(c) Schedule meetings with other tribes interested in developing a local agreement to complete drafts of the agreements.</p> <p>(d) Area Administrators will review the finalized agreements with staff in local offices.</p>	Increase communication between agencies.	<p>(a) Area Administrators and Tribal representatives</p> <p>(b) Area Administrators and Tribal representatives</p> <p>(c) Area Administrators and Tribal representatives</p> <p>(d) Area Administrators</p>	<p><u>4/2009 Update:</u> Area administrators have met with the tribes and reviewed protocols.</p> <p><u>3/08 Update:</u> Agreement was developed and signed with Shoalwater Bay Tribe. Updated on 3/19/08.</p>
(2) Provide information to federally and non-federally acknowledged tribes and urban Indian organizations regarding	(a) Arrange for training for federally and non-federally acknowledged tribes and urban Indian organizations addressing how the	Increase opportunities for tribes to become service providers.	(a) Rick Morgan and Ann Polanco, Regional Contracts Managers	<p><u>3/07 Update:</u> Ann Polanco - Region 6 Contracts Manager has sent to each tribe a list of all contracts with Region 6 CA, with an</p>

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the process for becoming a provider of a particular service.	<p>RFP/RFQ process works and how to become a provider of a particular service.</p> <p>(b) Copies of all RFP's and RFQ's are distributed to federally and non-federally acknowledged tribes and urban Indian organizations.</p> <p>(c) Provide technical assistance to all tribes inquiring or applying to become licensed child-placing agencies.</p> <p>(d) Include any recent information to the tribes during the quarterly meetings.</p>		<p>(b) Rick Morgan and Ann Polanco, Regional Contracts Managers</p> <ul style="list-style-type: none"> - Items to be distributed as soon as they are issued. <p>(c) Sharon Braden, Regional Licensor, upon request</p> <p>(d) Peggy DeVoy</p>	<p>invitation to come to each tribe to train them on pursuing their own contracts with local providers and cultural providers. This information was also shared with tribes attending the March 22, 2007 7.01 meeting. Duplicate information was sent to all tribes in Region 6 with follow-up 7.01 meeting information.</p> <p>Contracts Manager will continue to distribute RFP's/RFQs to federally and non-federally acknowledged tribes and Urban Indian Organizations as they become available.</p>
(3) Disseminate Region 6 Budget reports.	(a) Area Administrators will provide budget reports.	Increase communication on services available in the region.	<p>(a) Mike Minion, Business Manager (will complete report)</p> <p>Area Administrator (will distribute it to requesting tribe)</p> <ul style="list-style-type: none"> -Provided upon request of the Tribes 	4/2009 Update: The report will be distributed to tribes at their request.

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(4) Establish FAMLINK “read only” hookups for the tribes.	<p>(b) Complete requests to have CAMIS hook-ups for tribes who are still awaiting access.</p> <p>(c) Regional Administrator will notify CA Headquarters staff of the request of Region 6 tribes to have access to FAMLINK information on all children, to be able to search the records and identify children who may be eligible for tribal enrollment or membership. The Regional Administrators request will include the need to have this issue discussed at IPAC.</p>	Increase communication on Indian families and children being served by Children’s Administration.	<p>(a) Regional Administrator, Myra Casey and Area Administrators Becky Smith, Anita Teeter and Linda Redman</p> <p>(b) Regional Administrator, Myra Casey</p>	<p>4/2009 Update: Tribes will have “read only” access to FAMLINK at the second release.</p> <p>3/08 Update This goal will need to be discussed in future meetings as the implementation of FAMLINK occurs.</p>
(5) Conduct meetings three times a year with tribally-designated representatives and representatives of urban Indian organizations to	<p>(a) Schedule meetings three times a year.</p> <p>(b) Minutes and sign-in sheets will be completed at each meeting and distributed to all tribes following the</p>	Increase communication between CA and tribes throughout the region.	<p>(a) Peggy DeVoy, Region 6 Office</p> <p>(b) Peggy DeVoy, Region 6 Office</p>	4/2009 Update: Ongoing 7.01 ICW meeting are being held and are well attended. The 2008 meeting dates were January 24, March 24, April 9 and November 13. Participants contribute to the agenda and the minutes are distributed to

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<p>discuss ICW-related issues and issues/gaps in service.</p>	<p>meetings.</p> <p>(c) Issues will also be discussed during Government-to-Government visits by the Regional Administrator</p> <p>(d) The first meeting of each calendar year will be utilized to set the following two meetings for the year.</p>		<p>(c) Myra Casey, Regional Administrator and Tribal Representatives -As requested by the Tribe</p> <p>(d) Peggy DeVoy, Region 6 Office</p>	<p>a recently updated and comprehensive mailing list. Meeting dates have been established for 2009. The meeting dates for 2009 are scheduled for February 12, May 14, September 10.</p> <p>Myra Casey has visited the tribes requesting her to do so and anticipates completing additional visits in 2009.</p> <p><u>3/08 Update:</u> Ongoing Quarterly 7.01 attendance at the January meeting included SPIPA, Nisqually, Jamestown, Squaxin Island and Chehalis tribes. Two additional meetings were held in March and April. Attendance at those meetings is noted in the minutes.</p>
<p>(6) Share information between tribal contacts and state contacts regarding potential tribal or state training opportunities.</p>	<p>(a) Area Administrators will provide local tribes with information on any training opportunities occurring within their area.</p>	<p>Increase participation of tribes and social workers in training opportunities that will benefit all.</p>	<p>(a) Area Administrators -Will notify the tribes as training opportunities arise when she meets with them individually.</p>	<p><u>4/2009 Update:</u> Information is shared between tribes and DCFS regarding available trainings and cultural events. Some offices have designated a staff person to perform this</p>

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	<p>(b) Share best practice and outstanding issues at ICW conference.</p> <p>(d) Provide notification of upcoming foster parent trainings offered by the Department to all licensed tribal or tribal organization child-placing agencies.</p>		<p>(b) Region 6 staff and Tribal representatives</p> <p>(d) Arthur Fernandez, Colleen Wilcox, RFTI trainers</p>	<p>function.</p> <p>RFTI trainers report that they routinely send out notification of training opportunities to SPIPA and surrounding tribes as well as individual tribal homes who have requested specific notification. All other CA training opportunities are sent through a tribal email list, as well as provided in quarterly meetings as they are available.</p>
<p>(7) Participation from tribes and tribal placing agencies on regional Foster Care Recruitment and Retention Team.</p>	<p>(a) Tribes will be notified of the meetings of the Foster Care Recruitment and Retention Team and invited to participate.</p>	<p>Increase participation on Foster Care Recruitment and Retention Team and increase the number of Indian foster homes</p>	<p>(a) Amanda Meyer, Foster Recruit and retention program manager</p> <p>- Notifications sent prior to each scheduled meeting.</p>	<p><u>4/2009 Update:</u> Tribes are notified of local and regional Foster Care Recruitment and Retention activities. A regional Recruitment and Retention meeting was held on March 11, 2009 and invitations to attend were extended to the tribes.</p> <p><u>Update 3/08:</u> A regional Recruitment and Retention meeting was held on March 19, 2008 and invitations to attend were extended to the tribes. Shoalwater Tribe reports they also work with Child placing agency at SPIPA on behalf of Shoalwater Bay.</p>

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(8) Attempt to contact tribes in all cases where ethnic heritage is known prior to making a decision regarding a new referral.	<p>(a) Area Administrators will inform intake staff in their areas as to the process for notifying tribes.</p> <p>(b) Area Administrators and Supervisors will review the current process with tribes in their area and determine if the process is working, or if there is a better way to share the information (i.e. fax, mail, etc).</p>	Increase communication with tribes on referrals involving tribal members.	<p>(a) Area Administrators -Ongoing</p> <p>(b) Area Administrators -Ongoing</p>	<p><u>4/2009 Update:</u> Area administrators are employing various means to insure compliance at intake and at case transfer.</p>
(9) Ensure all Children's staff has access to the training scheduled and provided by the Governor's Office of Indian Affairs.	IPSS will provide 7.01 training opportunities to Region 6 staff, including the Area Administrators, LICWAC Liaisons, Regional Administrator and Program Managers involved with ICW.	Increase knowledge of the Government-to-Government principles.	(a) Myra Casey	<p><u>4/2009 Update:</u> DCFS staff have been made aware of state-wide, regional and local training opportunities.</p> <p><u>3/08 Update:</u> All staff is encouraged to attend the training opportunities provided. The regional training coordinator sends out training updates.</p>
(10) Ensure all CA social workers in Region 6 are trained on the ICW manual within one year of being hired	<p>(a) Supervisor will monitor new employee training requirements to insure staff receive the required ICW training</p> <p>(b) Supervisors will need to monitor the attendance of</p>	New employees will receive the required training on the ICW manual within the required timeframes.	<p>(a) Local office supervisors</p> <p>(b) Area Administrators and Supervisors --ongoing</p>	<p><u>4/2009 Update:</u> Trainings are offered annually and supervisors are tasked with assuring that staff attend.</p> <p><u>3/08 Update:</u> Training will be offered June</p>

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<p>11) Ensure that each office will address the priority goals identified as necessary to remediate disproportionality in Region 6 as budgetary restrictions allow.</p>	<p>their employees at ICW manual training to ensure they are attending within the required timeframe. Supervisors will support employees' attendance at these trainings.</p> <p>(a) Each office will address the specific remediation goals developed by local Focus Groups</p> <p>(b) Remediation efforts will be documented and reported</p>	<p>Each Area/County will make progress toward remediating disproportionality related to families involved with DCFS and children in foster care</p>	<p>(a) Area Administrators</p> <p>(b) Peggy DeVoy</p>	<p>23 and 24, 2008 at the Tumwater Office.</p> <p>(a) Offices/areas have made significant progress toward completing the activities related to their priority goals</p> <p>(b) Information about each office/area's efforts has been documented and reported at the 2/12/09 7.01 meeting and at the Region 6 (South) Reasonable Efforts Symposium</p>

Completed items:

Completed Items - Historical Reference				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1st
(1) A list of tribal representatives (ICW contacts) and state contacts shall be developed to promote joint planning and problem solving.		Contact list is given to tribes	Diversity Program Manager And Rhonda Hammond- September 30, 2006	Completed. Charlene Ramirez distributed lists to IPAC in Spring 05
(2) Develop PIP in consultation with tribes.	PIP developed in consultation with tribes.		Tribal staff, PIP facilitators	Completed
(3) The region will review their procedures for early identification of Indian Children.	Review of procedures	Procedures implemented	Linda Redman	Completed and implemented as part of peer review
(4) Develop and implement a comprehensive Children's ICW training plan in collaboration with representatives of Tribes and off reservation Indian Organizations (including advanced ICW training curriculum).	Develop training plan	Training plan implemented	Training and Quality Assurance Unit	Completed and being implemented

Completed Items - Historical Reference				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting Last July 1st
(5)Update region and tribal staff quarterly on the development and implementation of the statewide ICW case review model.	(e) Liz Mueller, Jamestown S’Klallam Tribe, will participate in the statewide meetings and provide updates at the regional quarterly meetings.	Increase regional knowledge on the development of the ICW case review model and plans for implementation.	(a) Peggy DeVoy, -Quarterly at Region 7.01 meetings	<u>3/07 Update</u> The ICW case review model has been piloted and ready to utilize in a formal review. Region 6 will have the ICW case review in August 2007. Staff and tribal participants are currently being recruited to help in the review. Training will occur in the late spring and early summer.